

# Montana State Library

This cover sheet created by Internet Archive for formatting.



5  
331  
E10m

# MONTANA LABOR MARKET

Monthly Review of  
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

RECEIVED  
SEP 4 1963

MONTANA STATE UNIVERSITY

## MONTANA STATE EMPLOYMENT SERVICE LIBRARY

Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman

UCC Building — P. O. Box 1728 — Helena, Montana

James J. Flaherty, Commissioner

FL. 242

JUNE, 1963

### Montana Wage Earners Total 170,200 In May

The number of workers on Montana's non-farm payrolls moved upward from April to May with less than the seasonal strength of the previous four years. According to estimates compiled by the Commission in cooperation with the U.S. Bureau of Labor Statistics 170,200 wage earners were on industrial and commercial payrolls at mid-May. This represented a gain of 2,300 from April, but was 2,800 less than the average April to May employment advance of the past four years. Employment in May 1962 was 700 above the current estimate. The seasonal employment uptrend, especially in outdoor industries, was held back by wet weather during late April and parts of May. In comparison with last year another factor must be considered—employment opportunities in construction have been reduced sharply this season by the completion of construction aspects of the minuteman missile projects in the state.

#### Seven Industries Show Monthly Gain

All but one of the state's eight major industry groups recorded employment gains over April. Contract construction and the trade industries shared top billing with both adding 600 workers to their payrolls. The transportation, communications, and utilities group was next with an employment gain of 500. Employment in manufacturing increased by 300. Gains of 100 each were in mining, the service industries, and finance, insurance and real estate establish-

### SUMMER JOB SCHEDULE SLOWED BY WET WEATHER; 11,000 JOB HUNTERS WAIT

The forward march of seasonal employment expansion was slowed during much of May by unsettled weather. It not only postponed the start of some work projects but held back new hiring in some outdoor industries including construction and agriculture. Employment in logging made a comeback early in May after a six-week period of inactivity but was reduced to a see-saw basis later in the month. The volume of job orders in trade and service industries, which normally show a good uptrend during this time of the year, also fell behind schedule. As the month ended nearly 11,000 unemployed workers were seeking jobs through the 22 local offices of the Montana State Employment Service. Over one-third of this number were women. This is the time of the year, too, when the labor supply is swelled by thousands of high school and college students. They are eager and willing to test their muscles in the labor market. Not all will be successful. They will clash head-on with some hard facts of life. Most will find that there is very little place for the unskilled or uneducated. The day of the pick and shovel is gone. The emphasis today is on brains, not brawn. The high school drop-out will find himself at the very end of the hiring line. Meantime, the number of professional and skilled job openings continue to increase and there are few around qualified to fill them.

ments. Employment in government, at 41,400, remained the same as April with 11,200 on federal payrolls and 30,200 at the state and local levels.

#### Mixed Trends From Last Year

Comparing industrial employment with May of last year, a deficit of 700 wage earners is revealed. Employment exceeded last year in four industries and was down in four. The biggest employment rise over last year was in the mining group with a gain of 1,200 workers. Metal mining payrolls were heavier by 600 workers, petroleum and natural gas production by 500,

and quarrying and other non-metallic activities by 100. Manufacturing had 300 more workers this year with most of the gain at missile site installations. Payrolls of finance, insurance and real estate units showed a gain of 200. Government employment was up 400, 300 of this total at the federal level.

Employment declines were most evident in the fields of construction with a drop of 1,800. Other declines in order were: transportation, utilities, and communications, down 500; trade industries, down 300; and the service industries, down 200.

### LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES

(per 100 employees)

(Compiled in cooperation with U. S. Bureau of Labor Statistics)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit		Layoff			
	1) Apr 1963	2) Mar 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962			
3) All Manufacturing.....	5.6	3.9	6.5	4.5	2.5	4.4	5.0	3.9	4.1	2.0	1.9	1.9	2.0	1.4	.9
Durable Goods.....	6.2	4.5	7.9	5.0	2.8	5.4	5.7	4.6	4.9	2.2	1.9	2.2	2.2	2.0	1.1
Primary Metal.....	3.1	4.0	5.4	.7	1.3	2.0	3.3	2.7	5.2	.7	1.1	1.5	.4	.7	.2
3) Nondurable Goods.....	4.4	2.7	4.0	3.4	1.7	2.6	3.4	2.3	2.4	1.5	1.9	1.3	1.5	.1	.6
All Mining.....	9.6	9.9	10.3	7.1	4.1	4.3	7.3	9.0	6.3	4.1	4.6	3.5	1.4	3.0	.9
Metal Mining.....	6.2	5.8	10.4	2.2	2.0	2.8	5.5	7.6	5.7	3.1	4.1	3.3	.3	1.4	.1

1) Preliminary rates used on all data available at publication time. 2) Figures revised on more complete returns. 3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations. \*Less than .05.

## Along the Hiring Line— Field Summary May 1

**ANACONDA, Deer Lodge, Philipsburg**—(300 jobseekers, 85 new, 173 men, 127 women). No significant change in the labor market from last month. Comparison with last year shows substantial drop in job orders, chiefly in manufacturing and government. Smelter employment holds at over 2,200 with no new hiring. Main street hiring slow in developing. Farm hiring up slightly.

**BILLINGS, Columbus, Hardin, Laurel, Red Lodge, Roundup**—(3,114 jobseekers, 832 new, 2,189 men, 925 women). Labor market trends in most industries at good seasonal levels but slowed temporarily by wet weather and labor disputes. Work force on 19 highway projects totaling nearly \$12 million doubled from mid-March to 340. Yellowtail Dam employs 800 with expansion to 1,000 next 30 days. Trade employment shows some advance but trends in service industries not too active. Most farm hiring held in check by wet weather.

**BOZEMAN, Ennis, Three Forks, Trident**—(223 jobseekers, 311 new, 129 men, 94 women). Generally strong labor market trends prevailed in industry and farm during May. Good agenda of building and highway projects in progress. Work began on \$1 million West Yellowstone airport. Stable trends continue in logging and sawmills. Trade and service employment up with opening of Yellowstone Park and resort areas. Good farm demand.

**BUTTE, Virginia City, Whitehall**—(829 jobseekers, 360 new, 493 men, 336 women). Employment expansion in mining and construction largely responsible for cutting unemployment. Construction force at copper concentrator reached a peak of 1,400 and now set to taper off as various sections completed. Full crews employed on road construction with little demand for new workers. Farm labor demand shows good upturn.

**CUT BANK**—(310 jobseekers, 63 new, 221 men, 89 women). Most outside projects including road construction and city improvement projects ahead of schedule. Call-backs of construction and oil field workers common during the month. A \$500,000 allocation for the Blackfoot Indian Reservation under the Public Works program should provide more jobs next month. Farm job orders increasing but local labor supply adequate.

**DILLON**—(94 jobseekers, 51 new, 51 men, 43 women). Good variety of heavy and building construction in progress including dam, highway, bridges, commercial units, and homes. New projects include \$72,000 airport administration building and dental clinic. Good labor demand on the farm front for irrigators, cooks, herders, and general hands.

## LABOR MARKET INDICATORS

Employment	May 1963	Apr. 1963	May 1962	May Avg. 1959-63
Industrial Employment	170,200	167,900	170,900	165,900
New Job Applicants	4,519	4,350	5,089	3,772
Job Applicants, End of Month	10,902	12,642	11,652	10,151
				Avg. 1st June Wk. 1959-63
Insured Unemployment Week of	June 1 1963	May 3 1963	June 2 1962	June Wk. 1959-63
New and Renewal Claims	404	573	505	558
Unemployment Weeks Filed	3,194	5,354	3,308	4,647
Total Unemployment Claims	3,598	5,927	3,813	5,205

**GLASGOW, Fort Peck, Malta, Opheim**—(201 jobseekers, 65 new, 105 men, 96 women). Construction work force of 175 is half of last year's total resulting in reduced business on main street and fewer hires of trade and industry workers this year. At present farm crop prospects look good. Good harvest yields this far should maintain a strong main street economy this fall.

**GLENDIVE, Circle, Wibaux**—(167 jobseekers, 72 new, 94 men, 73 women). Improved weather allowed construction and other outside work to advance during May. Only 2 major building projects in progress with nothing new in sight. Most new hiring during May was for oil field survey and in public utilities. Farm hiring on the rise; 4,700 acres planted in sugar beets.

**GREAT FALLS, Choteau, Fort Benton, Stanford**—(1,816 jobseekers, 995 new, 1,195 men, 621 women). New applications for work increased substantially as high school and college students entered the summer labor market. Trade industry hiring was in the top of the hiring line. Rather passive trends prevailed on other fronts. Employment cuts occurred at the smelter and at missile site installations. Normal labor turnover in service industries provided some job openings. Farm labor demand fairly active.

**HAMILTON, Stevensville**—(206 jobseekers, 69 new, 123 men, 83 women). Employment trends fairly active in most industry groups during May. Most loggers were back to work. Forest service tree planting program occupied 50 younger workers. Good upturn noted in trade and service industries. Some building projects nearing completion including 57 bed rest home. Farm labor demand mainly for irrigators with some work shortages.

**HAIVRE, Chinook, Harlem**—(208 jobseekers, 67 new, 127 men, 81 women). Very little change in labor market activity from last month. Industrial employment outlook not too optimistic with future trends depending on moisture in a predominately agricultural economy. Main street hiring drags behind seasonal levels. Farm labor demand sharply as spring and summer work completed.

**HELENA, Boulder, Garrison, Townsend, White Sulphur Springs**—(441 jobseekers, 164 new, 258 men, 183 women). May labor demand concentrated chiefly in lumbering and logging, and the service industries. Sizable drop in demand for clerical workers. Construction and trade activities show good employment expansion. Farm labor demand generally good with adequate labor supply.

**KALISPELL, Columbia Falls, Eureka, Libby, Whitefish**—(868 jobseekers, 256 new, 612 men, 256 women). Increased hiring in all industries augurs well for a good summer season. Construction and trade hiring led the field. Logging employment returned to full scale. There was more expansion at sawmills to meet increased lumber production. Three area schools under construction; work began on apartment house and 8 new homes. Completion of most farm work reduced demand for farm labor.

**LEWISTOWN, Harlowton, Ryegate, Winnet**—(206 jobseekers, 95 new, 134 men, 72 women). Industry hiring shows drop of one-third from last year due to near completion of missile site work in area. Farm hiring shows gain of 58% over last year. Moderate employment expansion forecast for June as new construction jobs start and main street hiring accelerates to meet demands of tourist season.

**LIVINGSTON, Big Timber**—(166 jobseekers, 70 new, 92 men, 74 women). Area economy looks good with above average summer forecast. Construction employment totals 125 with most employed on road projects. Log shortages caused shutdown of some sawmills and reduced production at others. Railroad hiring mostly for young trainees as brakemen, switchmen, etc. Good hiring trends in trade and service industries.

**MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry**—(153 jobseekers, 90 new, 98 men, 55 women). Industry hiring below normal compared to past years as volume of construction projects reduced substantially. Start of addition to high school employs few workers. Main street business faced by challenge of competition from new shopping plaza. Good farm labor demand for sugar beet field work and other farm chores.

## NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1955	150.6	149.0	149.6	155.6	160.7	169.2	170.6	172.9	171.7	168.3	164.7	162.7	162.1
1956	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.4
1960	152.7	152.5	156.1	163.5	168.4	175.8	176.9	177.7	174.8	171.6	167.5	164.5	166.7
1961	156.9	154.8	156.1	160.2	165.1	173.3	176.0	178.1	176.8	172.4	169.0	166.2	167.1
1962	158.3	158.2	159.6	165.5	170.9	179.4	178.5	177.9	175.8	174.2	172.3	169.6	170.0
1963	161.9	161.5	162.7	167.9	170.2*								

\*Estimated

## Along the Hiring Line— Field Summary May 1

**MISSOULA, Drummond, Arlee, Superior**—(917 jobseekers, 558, new, 600 men, 317 women). Healthy labor market trends prevailed in all industry segments during May. Seasonal upsurge noted in government hiring. Labor market demand in manufacturing industry doubled from last year. Construction expanded to full force early with little hiring now. Trade and service employment recorded little change. Competition from shopping centers causing some concern among main street merchants. Farm labor demand at good pace.

**POLSON**—(215 jobseekers, 60 new, 140 men, 75 women). Construction limited to home building with no highway or other major projects in area. Local labor supply adequate to meet all demands. Only partial sweet cherry crop anticipated this year after early frost damage.

**SHELBY**—(134 jobseekers, 119 new, 47 men, 87 women). Job hires up slightly from last month but down about 50% from last year. Construction mainly in shape of small building projects, but some highway, overpass, and airport runway work might start in June. Fairly steady farm labor demand.

**SIDNEY**—(85 jobseekers, 60 new, 49 men, 36 women). Good labor demand in most industries during May. New construction starts including \$150,000 church, road work, and commercial remodeling projects. Strong trends continue in oil field activities. Prospects for all farm crops look good so far this year.

**THOMPSON FALLS, Hot Springs**—(127 jobseekers, 35 new, 106 men, 21 women). Unemployment dropped appreciably due to increased activity in logging. Buildup of forest service crews started with major hiring to be done in June. Main street hiring keeps close to seasonal lines. Farm hiring practically nil.

**WOLF POINT, Plentywood, Scobey**—(122 jobseekers, 42 new, 87 men, 35 women). Three new building projects totaling \$380,000 began during May adding to good schedule of others in progress. Work in oil drilling and exploration shows little change from last month. Repair of fire damaged fuel refinery started with 10 employed. Main street labor demand active with some worker shortages evident. Only light farm labor demand.

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 830 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,318 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

## ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	May 1963 (2)	Apr. 1963 (3)	May 1962	Apr. '63 to May '63	May '62 to May '63
<b>NON-AGRICULTURAL INDUSTRIES</b>	170,200	167,900	170,900	2,300	700
Manufacturing	21,300	21,000	21,000	300	300
Durable goods	14,200	13,900	13,900	300	300
Lumber and timber products	7,900	7,300	7,800	600	100
Primary metals	3,200	3,200	3,600	00	400
Other (4)	3,100	3,400	2,500	300	600
Nondurable goods	7,100	7,100	7,100	00	00
Food and kindred products	3,800	3,800	3,700	00	100
Printing and publishing	1,600	1,600	1,600	00	00
Petroleum refining	1,100	1,100	1,100	00	00
Other (5)	600	600	700	00	100
Mining	8,100	8,000	6,900	100	1,200
Metal mining	4,600	4,600	4,000	00	600
Coal, quarrying and nonmetallic	800	800	700	00	100
Petroleum-natural gas production	2,700	2,600	2,200	100	500
Contract Construction	11,600	11,000	13,400	600	1,800
Contractors, building construction	3,300	2,900	3,100	400	200
Contractors, other than building	4,400	4,200	5,700	200	1,300
Contractors, special trade	3,900	3,900	4,600	00	700
Transportation and utilities	17,900	17,400	18,400	500	500
Interstate railroads	8,000	7,700	8,300	300	300
Transportation except railroads	4,100	4,000	4,000	100	100
Utilities including communication	5,800	5,700	6,100	100	300
Trade	39,600	39,000	39,900	600	300
Wholesale trade	8,200	8,200	8,300	00	100
Retail trade	31,400	30,800	31,600	600	200
General merchandise and apparel	6,100	6,000	5,900	100	200
Food stores	4,700	4,700	5,100	00	400
Eating and drinking establishments	8,100	7,600	8,000	500	100
Automotive and filling stations	6,300	6,300	6,300	00	00
Retail trade not elsewhere classified	6,200	6,200	6,300	00	100
Finance, insurance and real estate	6,900	6,800	6,700	100	200
Services and miscellaneous	23,400	23,300	23,600	100	200
Hotels, rooming houses, camps, etc	2,700	2,700	2,900	00	200
Personal services	2,000	2,000	1,900	00	100
Other (6)	18,700	18,600	18,800	100	100
Government	41,400	41,400	41,000	00	400
Federal	11,200	10,800	10,900	400	300
State and local	30,200	30,600	30,100	400	100
<b>Great Falls Area (Cascade County)</b>	24,000	23,700	23,700	300	300
Manufacturing	4,800	5,000	3,700	200	1,100
Contract construction	2,200	2,100	3,500	100	1,300
Transportation and utilities	2,100	2,100	2,200	00	100
Trade, wholesale and retail	5,800	5,700	5,500	100	300
Finance, Insurance, Real Estate	1,300	1,200	1,200	100	100
Services and miscellaneous (7)	3,700	3,600	3,600	100	100
Government	4,100	4,000	4,000	100	100
<b>Billings Area (Yellowstone County)</b>	22,500	22,400	22,600	100	100
Manufacturing	2,400	2,400	2,400	00	00
Contract construction	1,300	1,200	1,300	100	00
Transportation and utilities	2,500	2,500	2,700	00	200
Trade, wholesale and retail	7,100	7,100	7,300	00	200
Finance, Insurance, Real Estate	1,400	1,300	1,300	100	100
Services and Miscellaneous (7)	4,200	4,200	4,100	00	100
Government	3,600	3,700	3,500	100	100

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership or-

ganizations and businesses not otherwise classified.

(7) Same as (6) above. Also includes hotels, rooming houses, camps, personal services and mining.

## COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN MAY 1963 AND MAY 1962

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								UI Claims* Wk. 5-31	
	May 1963		May 1962		May 1963		May 1962		May 1963				May 1962				1963	1962
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.		
Anaconda.....	85	12	141	16	300	31	328	32	52	22	74	15	142	17	159	46	110	96
Billings.....	832	197	812	178	3,114	708	2,991	425	588	609	1,197	233	679	749	1,428	332	682	770
Bozeman.....	311	44	251	47	223	43	258	54	224	128	352	67	217	131	348	80	65	88
Butte.....	360	67	256	57	829	134	1,131	276	110	59	169	45	169	23	192	63	342	419
Cut Bank.....	63	15	104	13	310	87	228	38	62	55	117	42	76	90	166	79	79	39
Dillon.....	51	12	138	54	94	11	161	33	37	106	143	56	69	130	199	94	49	35
Glasgow.....	65	10	158	16	201	20	309	40	94	28	122	22	158	27	185	53	105	116
Glendive.....	72	9	68	4	167	19	210	13	70	651	721	14	95	556	651	28	23	35
Great Falls.....	995	202	1,026	164	1,816	426	1,649	262	317	125	442	98	634	207	841	281	557	440
Hamilton.....	69	12	97	10	206	25	289	44	122	49	171	33	74	60	134	24	55	91
Havre.....	67	7	134	5	208	25	262	23	81	63	144	51	88	77	165	48	95	97
Helena.....	164	27	235	37	441	71	452	83	258	109	367	131	281	74	355	111	169	192
Kalispell.....	256	47	234	32	868	212	902	261	226	18	244	49	284	14	298	86	415	462
Lewistown.....	95	21	125	25	206	50	205	25	58	84	142	54	161	57	218	84	109	78
Livingston.....	70	4	87	5	166	26	164	27	113	52	165	42	96	51	147	45	88	77
Miles City.....	90	22	95	18	153	22	94	11	61	626	687	23	92	481	573	46	65	42
Missoula.....	558	56	747	85	917	175	1,026	164	287	297	584	105	289	207	496	118	287	362
Polson.....	60	5	82	11	215	38	209	37	56	14	70	13	160	66	226	71	101	92
Shelby.....	119	33	94	28	134	41	293	59	52	76	128	31	116	77	193	59	59	59
Sidney.....	60	7	47	5	85	8	91	9	58	1,493	1,551	17	59	1,478	1,537	24	38	53
Thompson Falls.....	35	9	59	16	127	31	176	51	62	—	62	16	80	13	93	36	52	74
Wolf Point.....	42	16	99	19	122	24	124	45	31	10	41	11	31	47	78	25	53	96
<b>TOTALS.....</b>	<b>4,519</b>	<b>834</b>	<b>5,089</b>	<b>845</b>	<b>10,902</b>	<b>2,227</b>	<b>11,652</b>	<b>2,012</b>	<b>3,019</b>	<b>4,674</b>	<b>7,693</b>	<b>1,168</b>	<b>4,050</b>	<b>4,632</b>	<b>8,682</b>	<b>1,833</b>	<b>3,598</b>	<b>3,813</b>

\*Includes 224 claims of the Fed. UC Program 207 same a year ago.

## AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)  
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	May (1) 1963	Apr. (2) 1963	May 1962	May (1) 1963	Apr. (2) 1963	May 1962	May (1) 1963	Apr. (2) 1963	May 1962
All Manufacturing.....	\$ 99.38	\$103.57	\$100.73	37.5	38.5	39.5	2.65	2.69	2.55
Durable goods.....	97.90	100.61	96.62	37.8	38.4	39.6	2.59	2.62	2.44
Primary metals.....	102.82	102.82	104.38	38.8	38.8	40.3	2.65	2.65	2.59
Nondurable goods.....	112.71	111.64	110.15	39.0	38.9	39.2	2.89	2.87	2.81
Food and kindred products.....	92.28	94.01	92.57	39.1	39.5	40.6	2.36	2.38	2.28
All Mining.....	111.76	111.24	111.99	41.7	40.6	42.1	2.68	2.74	2.66
Metal mining.....	106.65	106.65	107.73	38.5	38.5	39.9	2.77	2.77	2.70
Transportation and Utilities (except Rys.)....	NA	NA	NA	NA	NA	NA	NA	NA	NA
Transportation (except railroads).....	NA	NA	NA	NA	NA	NA	NA	NA	NA
Utilities and communications.....	107.47	99.85	97.86	40.1	38.7	39.3	2.68	2.58	2.49

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

## UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

UCC BUILDING  
P. O. Box 1728  
HELENA, MONTANA

OFFICIAL BUSINESS

Virginia Piper, Assistant  
Documents Dept. Library  
Montana State University  
Missoula, MontanaEMPLOYMENT SECURITY MAIL  
United States Postage  
Accounted for Under  
Act of Congress

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!



# Montana State Library

This cover sheet created by Internet Archive for formatting.